

Alabama's Registered Nurse Workforce 2016 Demographics

The Alabama Board of Nursing (ABN) collected demographic data at the time of the Registered Nurse (RN) license renewal in 2014 and again in 2016. At the time of the 2016 data collection, additional Minimum Data Set (MDS) questions proposed by the Alabama Health Action Coalition (AL-HAC) were included as part of the data collected for RN renewal applications. The ABN generated EXCEL and Statistical Package for the Social Sciences (SPSS) databases for the 2016 renewal. The data were used to determine demographics for RNs licensed in Alabama at the time of the survey; to answer questions posed by AL-HAC; and, when applicable, to make comparisons to available RN data collected in previous license renewal cycles.

In 2016, there were 69,922 RNs who renewed their license. This number reflects an increase in RN license renewal applications from 2012 and 2014, when there were 58,263 and 66,662 RNs, respectively, who presented RN license renewal applications to the ABN (Figure 1).

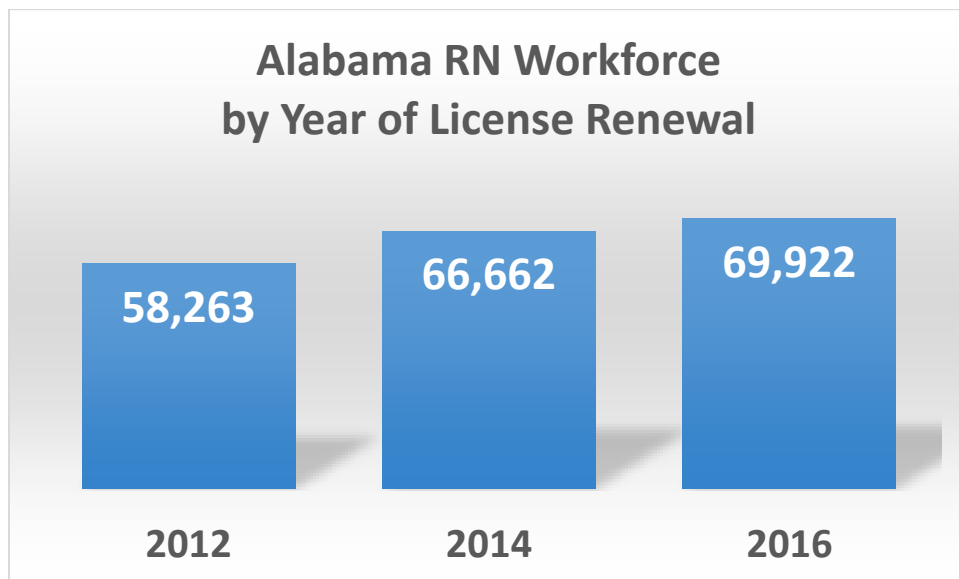


Figure 1. Alabama RN Workforce RN Frequency by Year of License Renewal

Of the 69,922 RNs who renewed their RN license in 2016, only approximately half of these RNS responded to the additional questions posed by AL-HAC. In comparison, the rate of unknown responses in 2014 ranged from 0% to 12.5%.

The marked decline in responses to the voluntary questions in 2016 presented a major limitation in calculating an accurate percentage of RNs in any given category for the demographic variables as well as difficulty in making comparisons to previous analysis for the sake of trending the data. For example, in 2014, all 66,662 RNs (100%) responded to the

question, “What is your gender?” In 2016, however, only 31,305 out of 69,922 RNs (44.8%) responded to this same question.

AL-HAC has maintained a consistent operational definition for “unknown” since beginning its license renewal analysis in 2012. For each variable, the “no response” and the “missing” data were combined to create the category of “unknown.” Due to the variation in response rate to these questions, both percentages and valid percentages are reported for the variable categories as follow:

- The percent is calculated by dividing the total (N) population size, including the “unknowns” into each variable category, in this population the N is equivalent to 69,922.
- The valid percent is calculated by dividing the total (n) sample size, after excluding the “unknowns”, into each variable category.
- **The n is different for each variable depending on the number of “unknowns” for the specified variable. The valid percent is used for making trend comparisons to previous years and is noted in red.**

Q1. What is your gender?

About gender, the majority of RNs in 2012, 2014, and 2016 were women (Table 1).

Table 1

Gender for Alabama RNs

| Gender | 2012 RNs Frequency (%*) (N=58,263) | 2014 RNs Frequency (%*) (N=66,662) | 2016 RNs (N=69,922, n=31,305) | | |
|---------|------------------------------------------|------------------------------------------|----------------------------------|--------|--------------|
| | | | Frequency | % N | Valid % n |
| Female | 52,623 (90.3) | 60,071 (90.1) | 28,079 | 40.2 | 89.7 |
| Male | 5,640 (9.7) | 6,591 (9.9) | 3,226 | 4.6 | 10.3 |
| Unknown | 0 | 0 | 38,617 | 55.2 | |

Q2. What is your race/ethnicity?

RN data for race were collected in 2016 and continues to indicate the majority of RNs reported race as “white” (Table 2).

Table 2

Race for Alabama RN Population

| Race | 2012 RNs Frequency (%) (N=58,263) | 2014 RNs Frequency (%) (N=66,662) | 2016 RNs (N=69,922, n=32,978) | | |
|-----------------------------------------------|-----------------------------------------|-----------------------------------------|----------------------------------|--------|-----------------|
| | | | Frequency | % N | Valid % n |
| White | 45,165 (77.5) | 52,601 (78.9) | 26,876 | 38.4 | 81.5 |
| Black or African American | 8,007 (13.8) | 9,216 (13.9) | 5,067 | 7.2 | 15.4 |
| Asian | 591 (1.0) | 725 (1.1) | 306 | .4 | .9 |
| American Indian or Alaskan Native | 331 (.6) | 366 (.5) | 161 | .2 | .5 |
| Hispanic or Latino | - | - | 288 | .4 | .9 |
| Native Hawaiian and Other Pacific Islander | 26 (.0) | 40 (.1) | 29 | .0 | .1 |
| Other | - | - | 251 | .4 | .8 |
| Unknown | 3,814 (6.5) | 3,363 (5.0) | 36,944 (52.8%*) | 52.8 | |

Q3. What is your year of birth?

With regard to year of birth, of the 69,922 RNs who reported data for this variable, the range for birth year was from 1936 to 2016. Most RNs reported their birth year in the five-year range of 1970 to 1974, followed by 1960 to 1964, then by 1985-1989. Age data are depicted in Table 3 in five-year intervals consistent with the American Communities Survey (ACS).

Table 3

Age for RNs

| Age for Alabama RNs Age (Five Year Intervals) | 2012 RNs Frequency (%) (N=58,263) | 2014 RNs Frequency (%) (N=66,662) | 2016 RNs (N=69,922, n=33,109) | | |
|--------------------------------------------------------|--------------------------------------------|--------------------------------------------|----------------------------------|------|---------|
| | | | Frequency | % | Valid % |
| 15-19 Years | 1 (.0) | 0 (.0) | 3 | .0 | .1 |
| 20-24 Years | 2,448 (4.2) | 2,707 (4.1) | 752 | 1.1 | 2.3 |
| 25-29 Years | 6,405 (11.1) | 7,646 (11.5) | 3,483 | 5.0 | 10.5 |
| 30-34 Years | 6,281 (10.8) | 7,518 (11.3) | 3,858 | 5.5 | 11.7 |
| 35-39 Years | 6,899 (11.8) | 7,398 (11.1) | 3,582 | 5.1 | 10.8 |
| 40-44 Years | 7,454 (12.8) | 8,440 (12.7) | 3,747 | 5.4 | 11.3 |
| 45-49 Years | 7,061 (12.1) | 7,069 (10.6) | 3,993 | 5.7 | 12.1 |
| 50-54 Years | 7,875 (13.5) | 8,355 (12.5) | 3,715 | 5.3 | 11.2 |
| 55-59 Years | 7,489 (12.9) | 8,194 (12.3) | 4,000 | 5.7 | 12.1 |
| 60-64 Years | 3,990 (6.8) | 5,699 (8.5) | 3,522 | 5.0 | 10.6 |
| 65-69 Years | 1,649 (2.8) | 2,470 (3.7) | 1,650 | 2.4 | 4.9 |
| 70-74 Years | 531 (.9) | 828 (1.2) | 599 | .9 | 1.8 |
| 75-79 Years | 146 (.25) | 273 (.41) | 163 | .2 | .5 |
| 80-84 Years | 28 (.04) | 55 (.08) | 42 | .0 | .1 |
| 85 Years and Over | 6 (.01) | 10 (.01) | 0 | - | - |
| Unknown | - | - | 36,813 | 52.7 | |
| Mode | 55.00 | 43.00 | 46.00 | | |
| Median | 44.00 | 44.00 | 46.00 | | |
| Mean | 44.19 | 44.61 | 46.08 | | |
| Standard Deviation | 12.28 | 12.84 | 21.12 | | |
| Range | 78.00 | 69.00 | 65.00 | | |
| Minimum | 19.00 | 20.00 | 16.00 | | |
| Maximum | 97.00 | 89.00 | 81.00 | | |

Q4. What type of nursing degree/credential qualified you for your first US nursing license?

In the ABN's 2016 RN database, RNs responded to a question concerning the type of nursing degree/credential qualified them for their first U.S. nursing license. The majority of RNs indicated this initial credential to be an Associate Degree-Nursing (valid percent = 50.4%) (Table 4). Based on these data, very few RNs have pursued education for an advancement in degree.

Table 4

Nursing Degree/Credential that Qualified the RN for First U.S. Nursing License

| Nursing Degree/Credential Qualified the RN for First U.S. Nursing License | 2016 RNs (N=69,922, n=32,303) | | |
|---------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Vocational/Practical Certificate-Nursing | 1,538 | 2.2 | 4.8 |
| Diploma Nursing | 1,791 | 2.6 | 5.5 |
| Associate Degree-Nursing | 16,270 | 23.3 | 50.4 |
| Bachelor's Degree-Nursing | 11,894 | 17.0 | 36.8 |
| Master's Degree-Nursing | 745 | 1.1 | 2.3 |
| Doctor of Nursing Practice (DNP) | 43 | .1 | .1 |
| Doctor of Philosophy (PhD) | 15 | .0 | .0 |
| Doctoral Degree-Nursing Other | 7 | .0 | .0 |
| Unknown | 37,619 | 53.8 | |

Q5. What is your highest level of education?

In the ABN's 2016 RN database, RNs responded to a question concerning their highest level of education. The majority of RNs who renewed their license in 2016 reported their highest level of education as an Associate Degree-Nursing (valid percent = 39.9%) followed by a Master's Degree-Nursing (valid percent = 32.7%) (Table 5). Of those who answered this question, a higher number of RNs are seeking advanced education in nursing.

Table 5

RNs Highest Level of Education

| RNs Highest Level of Education | 2016 RNs (N=69,922, n=33,525) | | |
|------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Vocational/Practical Certificate-Nursing | 61 | .1 | .2 |
| Diploma Nursing | 1,156 | 1.7 | 3.4 |
| Associate Degree-Nursing | 13,377 | 19.1 | 39.9 |
| Baccalaureate Degree-Nursing | 255 | .4 | .8 |
| Master's Degree-Nursing | 10,970 | 15.7 | 32.7 |
| Doctor of Nursing Practice (DNP) | 1,529 | 2.2 | 4.6 |
| Doctor of Philosophy (PhD) | 4,515 | 6.5 | 13.5 |
| Doctoral Degree-Nursing Other | 1,067 | 1.5 | 3.2 |
| Baccalaureate Degree-Other Field | 398 | .6 | 1.2 |
| Master's Degree-Other Field | 197 | .3 | .6 |
| Unknown | 36,397 | 52.1 | |

Q6. What type of license do you currently hold?

The ABN's 2016 RN database reports 33,617 respondents to this question, with the majority of respondents reporting they are licensed to practice as Registered Nurses (RN, valid percent = 89.7%). Two hundred eighty-five (285) respondents report they are licensed to practice as Licensed Practical Nurses (LPN). For those who report they are licensed to practice as RNs, 1,248 also report approval for Advanced Practice Nursing (APRN). Additionally, some respondents report more than one license, as seen in Table 5.

Table 5

Type of License Currently Held

| Type of License | 2016 RNs (N=69,922, n=33,617) | | |
|--------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Licensed Practical Nurse (LPN) | 285 | .4 | .8 |
| Registered Nurse (RN) | 30,139 | 43.1 | 89.7 |
| Advanced Practice RN (APRN) | 1,248 | 1.8 | 3.7 |
| RN and LPN | 68 | .1 | .2 |
| RN, LPN, and APRN | 8 | .0 | .0 |
| RN and APRN | 1,866 | 2.7 | 5.6 |
| LPN and APRN | 3 | .0 | .0 |
| Unknown | 36,305 | 51.9 | |

Q7. What year did you obtain your initial U.S. licensure?

In 2016, RNs responded to a question concerning the initial year they obtained their initial U.S. licensure. These data are depicted in Figure 2 in five-year intervals consistent with the ACS. Of the 69,922 RNs licensed in 2016, 37,810 responses to this question were “unknown”. The year of initial U.S. licensure ranged from 1936 to 2016. The majority of RNs reported their initial year to obtain a U.S. license in the five-year range of 2010 to 2014, followed by 2005 to 2009, then by 1995-1999.

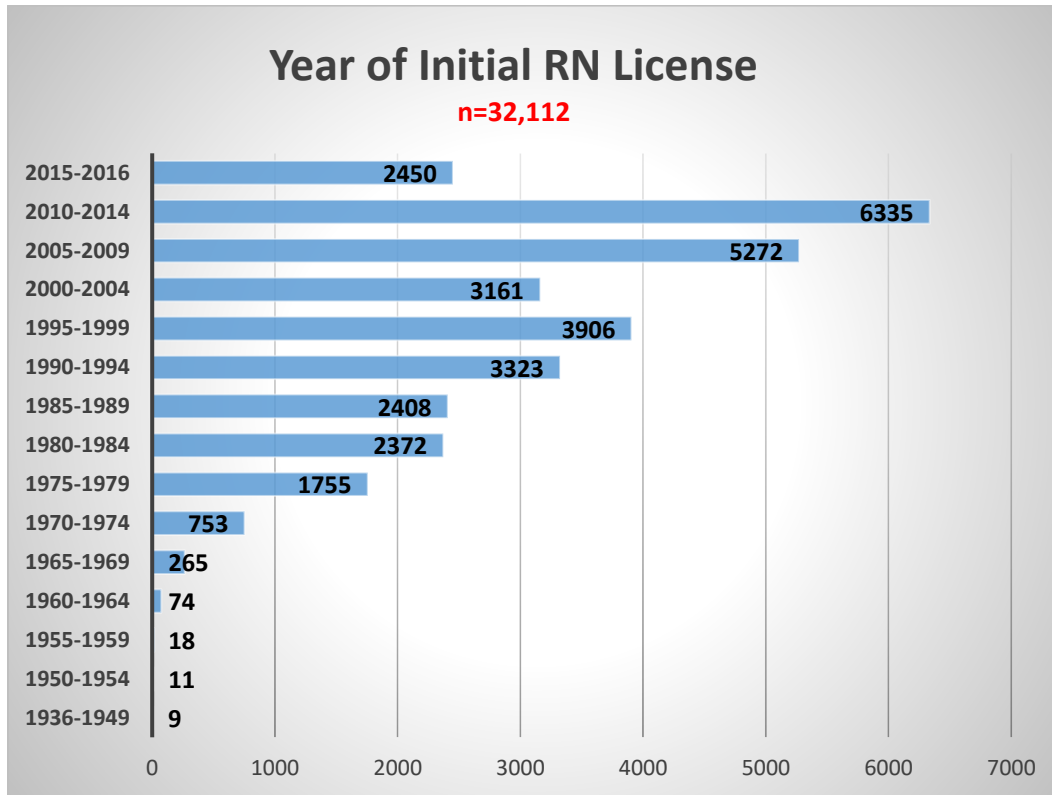


Figure 2. RN Year of Initial U.S. Licensure

Q8. In what country did you receive your entry-level education?

In 2016, RNs responded to a question concerning the country in which they received their entry-level education, where the majority reported the U.S.A. (valid percent = 99.3%) as depicted in Figure 3. Of the 69,922 RNs licensed in 2016, 36,080 responses to this question were “unknown.”

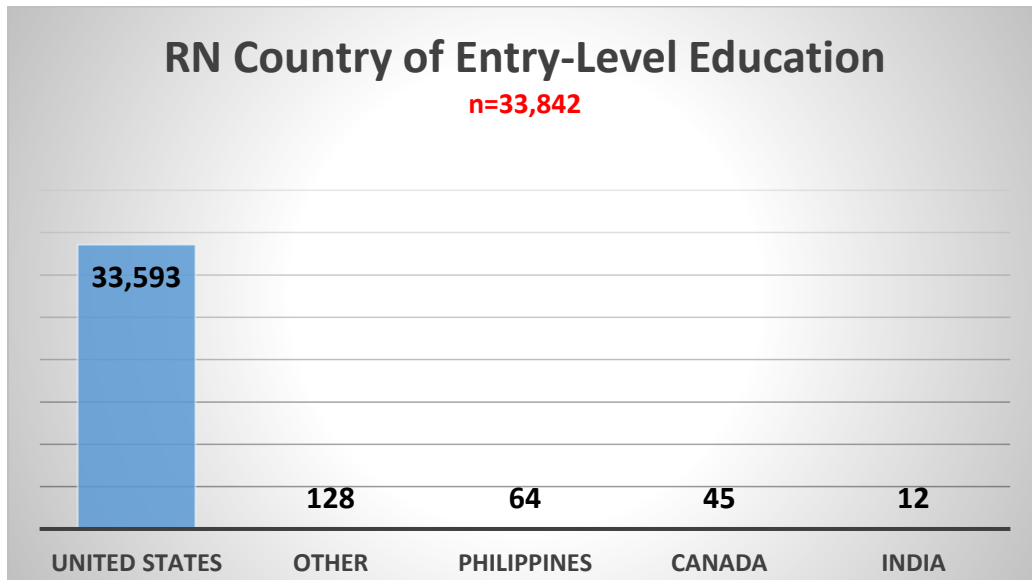


Figure 3. RN Country of Entry-Level Education

Of the 128 RNs that indicated ‘other’ as the country of entry-level education, the following countries were specified:

- n=16: England/Great Britain
- n=15: Nigeria
- n=10: South Korea
- n=8: Kenya
- n=7: Germany, China
- n=5: Puerto Rico
- n=4: Japan
- n=3: Peru, Poland, Taiwan
- n=2: Barbados, Brazil, Canada, Iran, Jamaica, Pakistan, Philippines, Romania, Russia
- n=1: Africa, Australia, Bahamas, Chile, Cuba, Ghana, Haiti, Hong Kong, Israel, Jordan, Korea, Lesotho, Liberia, Malaysia, Northern Ireland, Nepal, New Zealand, Norway, Saudi Arabia, Singapore, South Africa, Switzerland, Tanzania, Thailand, Trinidad, United States Virgin Islands, USA, Vietnam, Zambia

Q9. In what country were you initially licensed as RN or LPN?

With regard to the question, “in what country were you initially licensed as RN,” the majority of the respondents indicated the U.S.A. (valid percent = 99.4%) as depicted in Figure 4. Of the 69,922 RNs licensed in 2016, 36,511 responses to this question were “unknown”.

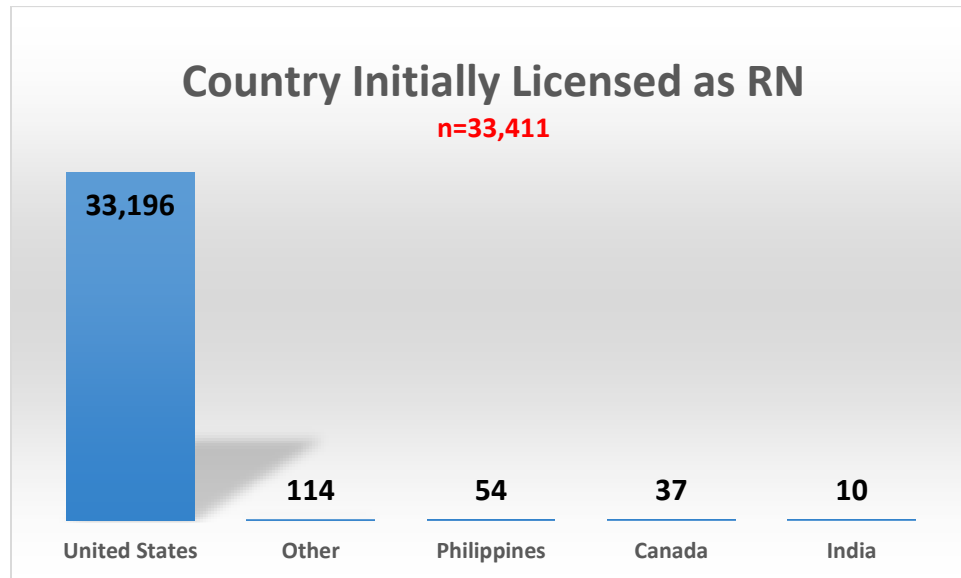


Figure 4. Country Initially Licensed as a RN

Of the 114 RNs that indicated ‘other’ as the country where initially licensed as a RN, the following reasons were specified:

- n=35: N/A
- n=13: England
- n=8: Nigeria
- n=7: South Korea
- n=5: Germany
- n=4: Puerto Rico
- n=3: Japan, Kenya, Taiwan
- n=2: Australia, Barbados, Brazil, China, Pakistan, Peru, USA
- n=1: Bahamas, Chile, Ghana, Hong Kong, Iran, Ireland, Israel, Jordan, Korea, Lesotho, Northern Ireland, Nepal, New Zealand, Poland, Singapore, South Africa, Switzerland, Thailand, United States Virgin Islands

Q10. What is the name of the school (education program) you graduated from that qualified you for your first U.S. RN license?

In answer to the question, “what is the name of the school (education program) you graduated from that qualified you for your first US RN license?”, many schools were listed. Frequency counts were tabulated for Alabama schools listed by RNs during the 2016 license renewal period. Wallace State Community College was the school listed most frequently (n=3,157) followed by the University of Alabama at Birmingham (n=1,846), then Jefferson State Community College (n=1,584). There was a combination of 9,597 RNs who listed other schools (Table 6). This “combination of all other schools listed” included non-accredited schools in Alabama plus all other out-of-Alabama schools. Of RNs completing the survey, 33.9% indicated they graduated from a school in Alabama that qualified them for their first U.S.A license.

Table 6

Name of School (Education Program) Graduated from that Qualified you for First U.S.A License

| Name of School (Education Program) Graduated from that Qualified You for First U.S.A. RN License | 2016 RNs (N=69,922, n=23,705) | | |
|--------------------------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Wallace State Community College | 3,157 | 3.4 | 13.3 |
| University of Alabama at Birmingham | 1,846 | 2.6 | 7.8 |
| Jefferson State Community College | 1,584 | 2.3 | 6.7 |
| Troy University | 1,460 | 2.1 | 6.2 |
| University of Alabama in Huntsville | 1,440 | 2.1 | 6.1 |
| Calhoun Community College | 1,314 | 1.9 | 5.5 |
| University of South Alabama | 1,304 | 1.9 | 5.5 |
| University of Alabama | 943 | 1.3 | 4.0 |
| Gadsden State Community College | 923 | 1.3 | 3.9 |
| Jacksonville State University | 867 | 1.2 | 3.7 |
| Auburn University | 826 | 1.2 | 3.5 |
| Bevill State Community College | 748 | 1.1 | 3.2 |
| University of Mobile | 747 | 1.1 | 3.2 |
| Bishop State Community College | 738 | 1.1 | 3.1 |
| Samford University | 722 | 1.0 | 3.0 |
| Southern Union State Community College | 671 | 1.0 | 2.8 |
| Shelton State Community College | 651 | .9 | 2.7 |
| Jefferson Davis Community College | 643 | .9 | 2.7 |
| University of North Alabama | 622 | .9 | 2.6 |
| Auburn University Montgomery | 569 | .8 | 2.4 |
| Northwest Shoals Community College | 509 | .7 | 2.1 |
| Northeast Alabama Community College | 428 | .6 | 1.8 |

| Name of School (Education Program) Graduated from that Qualified You for First U.S.A. RN License | 2016 RNs (N=69,922, n=23,705) | | |
|-----------------------------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Central Alabama Community College | 302 | .4 | 1.3 |
| University of West Alabama | 286 | .4 | 1.2 |
| Faulkner State Community College | 213 | .3 | .9 |
| Snead State Community College | 192 | .3 | .8 |
| Unknown | 36,620 | 52.4 | |
| Combination of All Other Schools Listed* | 9,597 | 13.7 | |

*Non-Accredited Schools in Alabama plus all other out-of-Alabama Schools.

**Some schools listed have multiple campuses.

Q11. In what city and state was this education program located?

The city location of Alabama schools listed by RNs is presented in Table 7 for those cities listed 100 or greater times. There were 36,612 RNs who did not name the location of the Alabama city in which their RN program was located. It could not be verified whether a program was an accredited or a non-accredited program.

Table 7

City Location of Alabama RN Education Programs

| City Location of Alabama RN Education Programs | 2016 RNs Frequency Listed > 100 Times |
|-----------------------------------------------------------|-----------------------------------------------------|
| Birmingham | 5,136 |
| Mobile | 3,013 |
| Tuscaloosa | 1,922 |
| Montgomery | 1,635 |
| Hanceville | 1,352 |
| Huntsville | 1,212 |
| Dothan | 1,087 |
| Decatur | 1,067 |
| Gadsden | 996 |
| Jacksonville | 887 |
| Florence | 601 |
| Phil Campbell | 599 |
| Selma | 570 |
| Auburn | 545 |
| Opelika | 520 |
| Troy | 517 |
| Dothan | 479 |
| Jasper | 471 |
| Rainsville | 405 |
| Brewton | 334 |
| Livingston | 329 |
| Childersburg | 283 |
| Sumiton | 279 |
| Fayette | 272 |
| Boaz | 193 |
| Sylacauga | 175 |
| Tanner | 164 |
| Bayminette | 157 |
| Hamilton | 115 |
| Tuskegee | 140 |
| Valley | 108 |

| City Location of Alabama RN Education Programs | 2016 RNs Frequency Listed > 100 Times |
|---------------------------------------------------|------------------------------------------|
| Opp | 101 |

Q12. What is the status of the license currently held?

The majority of RNs in 2016 reported their status of license currently held as active (valid percent = 99.6%) (Table 9).

Table 9

RNs Status of License Currently Held

| Status of License Currently Held | 2016 RNs (N=69,922, n=33,777) | | |
|-------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Active | 33,637 | 48.1 | 99.6 |
| Non-Active | 140 | .2 | .4 |
| Unknown | 36,145 | 51.7 | |

Q13. Are you currently licensed/certified as a...

In response to the question, “are you currently licensed/certified as a...”, there were 4,489 RNs who indicated current certification as a Nurse Practitioner, Clinical Nurse Specialist, Certified Registered Nurse Anesthetist, or Certified Nurse Midwife (Table 10).

Table 10
Currently Licensed/Certified Other than RN

| Currently Licensed/Certified Other than RN | 2016 RNs (N=69,922, n=32,169) | | |
|-----------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Nurse Practitioner | 2,441 | 3.5 | 7.6 |
| Clinical Nurse Specialist | 1,311 | 1.9 | 4.1 |
| Certified Registered Nurse Anesthetist | 716 | 1.0 | 2.2 |
| Certified Nurse Midwife | 21 | .0 | .1 |
| Not Licensed or Certified as Any of the Above | 27,680 | 39.6 | 86.0 |
| Unknown | 37,753 | 54.0 | |

Q14. Please list all states in which you hold an active license to practice as an RN:

RNs responded to the question, “Please list all states in which you hold an active license to practice as an RN.” Outside of Alabama, the next most frequent state for holding an active RN license was Georgia (n=124), followed by Florida (n=81), Tennessee (n=59), and Mississippi (n=51) (Table 11). Presented in Table 12 are data regarding RNs who are licensed in Alabama as well as in another state or multiple states.

Table 11

All States where an Active License is Held to Practice as an RN

| States in Which an Active RN License is Held | 2016 RNs Frequency Alphabetically by State |
|-----------------------------------------------------|------------------------------------------------------|
| Alabama | 25,133 |
| Alaska | 3 |
| Arkansas | 47 |
| Arizona | 1 |
| California | 28 |
| Colorado | 6 |
| Connecticut | - |
| District of Columbia | 1 |
| Delaware | - |
| Florida | 81 |
| Georgia | 124 |
| Hawaii | 2 |
| Idaho | - |
| Illinois | 4 |
| Indiana | 4 |
| Iowa | - |
| Kansas | - |
| Kentucky | 5 |
| Louisiana | 15 |
| Massachusetts | 2 |
| Maryland | 5 |
| Maine | - |
| Michigan | - |
| Minnesota | 5 |
| Missouri | 2 |
| Mississippi | 51 |
| Montana | - |
| North Carolina | 12 |
| North Dakota | - |

| States in Which an Active RN License is Held | 2016 RNs Frequency Alphabetically by State |
|-----------------------------------------------------|-------------------------------------------------------------|
| Nebraska | 2 |
| New Hampshire | - |
| New Jersey | 2 |
| New Mexico | 4 |
| Nevada | 1 |
| New York | 5 |
| Ohio | 6 |
| Oklahoma | 2 |
| Oregon | 1 |
| Pennsylvania | 3 |
| Rhode Island | - |
| South Carolina | 5 |
| South Dakota | - |
| Tennessee | 59 |
| Texas | 17 |
| Utah | 2 |
| Vermont | 1 |
| Virginia | 7 |
| Washington | - |
| Wisconsin | 2 |
| West Virginia | 1 |
| Wyoming | - |
| Active Duty Air Force | 1 |
| Armed Forces Stationed in U.S.A. | - |
| Armed Forces Stationed Outside U. S. A. | - |

Table 12

RNs Holding a License in Alabama and Another State(s)

| RNs Who Hold an Alabama License Plus a License in an Additional State(s) | 2016 RNs Frequency |
|-----------------------------------------------------------------------------------------|-------------------------------|
| Alabama plus One Additional State | 988 |
| Alabama plus Two Additional States | 177 |
| Alabama plus Three Additional States | 52 |
| Alabama plus Four Additional States | 39 |
| Alabama plus Five Additional States | 8 |
| Alabama plus Six Additional States | 28 |
| Alabama plus Seven Additional States | 15 |
| Alabama plus Eight Additional States | 14 |
| Alabama plus Nine Additional States | 11 |
| Alabama plus Ten Additional States | 11 |
| Alabama plus Eleven Additional States | 6 |
| Alabama plus Thirteen Additional States | 8 |
| Alabama plus Seventeen Additional States | 8 |
| Alabama plus Twenty-Four Additional States | 6 |
| Alabama plus Twenty-Seven Additional States | 342 |

Q15. Please list all states in which you are currently practicing:

RNs responded to the question, “Please list all states in which you are currently practicing as an RN.” Outside of Alabama, the next most frequent state for currently practicing as an RN was Georgia (n=519), followed by Florida (n=294), Tennessee (n=239), and Mississippi (n=235) (Table 13).

Table 13

All States Currently Practicing as a RN Compared to all States where an Active License is Held

| States Alphabetically by State | 2016 RNs Currently Practicing Frequency | 2016 RNs All States Holding Active License Frequency* |
|------------------------------------------|------------------------------------------------------|-----------------------------------------------------------------------|
| Alabama | 27,265 | 25,133 |
| Alaska | 3 | 3 |
| Arkansas | 49 | 47 |
| Arizona | 21 | 1 |
| California | 144 | 28 |
| Colorado | 31 | 6 |
| Connecticut | 2 | - |
| District of Columbia | 7 | 1 |
| Delaware | 1 | - |
| Florida | 294 | 81 |
| Georgia | 519 | 124 |
| Guam | 1 | - |
| Hawaii | 11 | 2 |
| Idaho | - | - |
| Illinois | 32 | 4 |
| Indiana | 14 | 4 |
| Iowa | 5 | - |
| Kansas | 6 | - |
| Kentucky | 37 | 5 |
| Louisiana | 63 | 15 |
| Massachusetts | 8 | 2 |
| Maryland | 22 | 5 |
| Maine | 8 | - |
| Michigan | 12 | - |
| Minnesota | 7 | 5 |
| Missouri | 25 | 2 |
| Mississippi | 235 | 51 |
| Montana | 4 | - |

| States Alphabetically by State | 2016 RNs Currently Practicing Frequency | 2016 RNs All States Holding Active License Frequency* |
|-----------------------------------------------|------------------------------------------------------|-----------------------------------------------------------------------|
| North Carolina | 65 | 12 |
| North Dakota | 5 | - |
| Nebraska | 3 | 2 |
| New Hampshire | 10 | - |
| New Jersey | 11 | 2 |
| New Mexico | 8 | 4 |
| Nevada | 24 | 1 |
| New York | 27 | 5 |
| Ohio | 41 | 6 |
| Oklahoma | 15 | 2 |
| Oregon | 3 | 1 |
| Pennsylvania | - | 3 |
| Puerto Rico | 2 | - |
| Rhode Island | - | - |
| South Carolina | 23 | 5 |
| South Dakota | 2 | - |
| Tennessee | 239 | 59 |
| Texas | 144 | 17 |
| Utah | 1 | 2 |
| Vermont | 1 | 1 |
| Virgin Islands | 1 | - |
| Virginia | 62 | 7 |
| Washington | - | - |
| Wisconsin | 6 | 2 |
| West Virginia | 13 | 1 |
| Wyoming | 4 | - |
| Armed Forces Stationed in U.S.A. | 12 | 1 |
| Armed Forces Stationed Outside U. S. A. | 36 | - |
| Active Duty Air Force | 1 | - |

*Data from Table 11

**The Nursing Licensure Compact (NLC) was created in 2000 by the National Council of State Boards of Nursing (NCSBN), the NLC legislation allows nurses to operate either physically or electronically with a single license in participating states without having to go through the steps of acquiring a new license in the

NLC state. Currently there are a total of 25 states recognized as part of the NLC. The NLC applies to RNs, LPNs, and LVNS.

Q16. What is your employment status? (Mark all that apply)

Of the RNs who responded to the employment status question, 25,833 (valid percent = 75.5%) reported being actively employed in full-time nursing (Table 14) where 23,443 (valid percent = 84.7) are working "Full-time in Nursing" (Table 15), with a valid percent of 84.7 being employed full-time in nursing (Table 15).

Table 14

RNs Actively Employed in Nursing

| Actively Employed in Nursing | 2016 RNs (N=69,922, n=34,196) | | |
|---------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 25,833 | 36.9 | 75.5 |
| No | 8,363 | 12.0 | 24.5 |
| Unknown | 35,726 | 51.1 | |

Table 15

Employment Status in Nursing

| Employment Status in Nursing | 2012 RNs (N=58,263) | | 2014 RNs (N=66,662) | | 2016 RNs (N=69,922, n=27,689) | | |
|---------------------------------|------------------------|------|------------------------|------|----------------------------------|--------|--------------|
| | Frequency | % | Frequency | % | Frequency | % N | Valid % n |
| Full-time in Nursing | 41,423 | 71.1 | 47,203 | 70.8 | 23,443 | 33.5 | 84.7 |
| Part-time in Nursing | - | - | - | - | 2,801 | 4.0 | 10.1 |
| Per Diem | - | - | - | - | 1,445 | 2.1 | 5.2 |
| Employed Other Field | 1,164 | 2.0 | 1,397 | 2.1 | - | - | - |
| Not Employed | 2,043 | 3.5 | 2,937 | 4.4 | - | - | - |
| Not Seeking Employment | 574 | 1.0 | 714 | 1.1 | - | - | - |
| Retired from Nursing | - | - | - | - | - | - | - |
| Other | 9,512 | 16.3 | 11,487 | 17.2 | - | - | - |
| Unknown | 3,547 | 6.1 | 2,924 | 4.4 | 42,233 | 60.4 | |

There were 1,091 RNs who reported being actively employed in a field other than nursing (Table 16).

Table 16

RNs Actively Employed in Field Other than Nursing

| Actively Employed in Field other than Nursing | 2016 RNs (N=69,922, n=34,196) | | |
|-----------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 1,091 | 1.6 | 3.2 |
| No | 33,105 | 47.3 | 96.8 |
| Unknown | 35,726 | 51.1 | |

There were 1,007 RNs who reported working in a field other than nursing as a volunteer (Table 17).

Table 17

RNs Working in Nursing only as a Volunteer

| Working in Nursing only as a Volunteer | 2016 RNs (N=69,922, n=1,373) | | |
|-------------------------------------------|---------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Full-time | 1,007 | 1.4 | 73.3 |
| Part-time | 292 | .4 | 21.3 |
| Per Diem | 74 | .1 | 5.4 |
| Unknown | 68,549 | 98.0 | |

There were 1,569 RNs who reported that they were seeking work as a nurse (Table 18).

Table 18

RNs Seeking Work as Nurse

| RNs Seeking Work in Nursing | 2016 RNs (N=15,300, n=34,196) | | |
|-----------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 1,569 | 2.2 | 4.6 |
| No | 32,627 | 46.7 | 95.4 |
| Unknown | 35,726 | 51.1 | |

Q17. If unemployed, please indicate the reasons:

The reasons RNs indicated for being unemployed are presented in Table 19. The most frequently reported reasons for unemployment were related to taking care of home/family (n=1,045), other (n=431), and disabled (n=310).

Table 19

Reasons RNs Indicated for Unemployment

| Reasons RNs Indicated For Unemployment | 2016 RNs (N=69,922, n=2,062) | | |
|-------------------------------------------|---------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Taking Care of Home/Family | 1,045 | 1.5 | 50.7 |
| Other | 431 | .6 | 20.9 |
| Disabled | 310 | .4 | 15.0 |
| School | 149 | .2 | 7.2 |
| Difficulty in Finding a Nursing Position | 107 | .2 | 5.2 |
| Inadequate Salary | 20 | .0 | 1.0 |
| Unknown | 67,860 | 97.1 | |

Q18. In how many positions are you currently employed as a nurse?

The majority of RNs indicated that they are currently employed in one position (valid percent = 85.7%), while 3,705 (valid percent = 12.3%) hold two positions (Table 20).

Table 20

Number of Current Positions Employed as a RN

| Number of Current Positions Employed as a Nurse | 2016 RNs (N=69,922, n=30,162) | | |
|----------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| One Position | 25,855 | 37.0 | 85.7 |
| Two Positions | 3,705 | 5.3 | 12.3 |
| Three or More Positions | 602 | .9 | 2.0 |
| Unknown | 39,760 | 56.9 | |

Q19. How many hours do you work during a typical week in all your nursing positions?

With regard to the number of hours worked per typical work week in all nursing positions, the original data analysis indicated that there were extreme outliers in the data set. The outliers were discarded if the number of hours worked per work week in all nursing positions was greater than 168 which resulted in a minimum of 4 hours per week to a maximum of 168 hours per week, a mean of 38.35, a median of 40, and a mode of 40.

Q20. Please indicate the state and zip code of your primary employer:

Based on the state as indicated by zip code of the RN respondent's primary employer, the majority (n=25,443) of the RNs primary employers were in Alabama, followed by Georgia (n=757), and Florida (n=541) (Table 21).

Table 21

Alabama RN Primary Employer County by State

| Location of RN Primary Employer By State | 2016 RNs (N=69,922) |
|------------------------------------------------|------------------------------------------------------|
| | Count of Location of Primary Employer by state |
| Alabama | 25,443 |
| Georgia | 757 |
| Florida | 541 |
| Tennessee | 404 |
| Mississippi | 312 |
| North Carolina | 234 |
| Texas | 220 |
| California | 198 |
| Arkansas | 142 |
| Colorado | 108 |
| Kentucky | 98 |
| Louisiana | 94 |
| Minnesota | 94 |
| Virginia | 93 |
| Ohio | 90 |
| Illinois | 69 |
| New York | 60 |
| Maryland | 59 |
| Arkansas | 58 |
| Pennsylvania | 56 |
| Missouri | 52 |
| Arizona | 41 |
| Indiana | 35 |
| Nebraska | 33 |
| South Carolina | 31 |
| Kansas | 23 |
| Michigan | 23 |
| Massachusetts | 22 |
| New Hampshire | 20 |

| Location of RN Primary Employer By State | 2016 RNs (N=69,922) |
|----------------------------------------------------|------------------------------------------------------|
| | Count of Location of Primary Employer by state |
| New Jersey | 20 |
| Nevada | 19 |
| Washington | 19 |
| Wisconsin | 16 |
| Oklahoma | 15 |
| Utah | 14 |
| Washington D.C. | 12 |
| Maine | 12 |
| Hawaii | 11 |
| West Virginia | 11 |
| New Mexico | 9 |
| Armed Forces Stationed outside of the U.S.A. | 28 |
| Iowa | 7 |
| Connecticut | 6 |
| North Dakota | 5 |
| Oregon | 5 |
| Montana | 4 |
| Wyoming | 4 |
| Armed Forces Stationed in the U.S.A | 3 |
| South Dakota | 3 |
| Alaska | 2 |
| Puerto Rico | 2 |
| Vermont | 2 |
| Unknown | 40,237 |

Q21. Please identify the type of setting that most closely corresponds to your primary nursing practice position:

With regard to the type of setting that most closely corresponds to the RNs' primary nursing practice position, the majority reported "Hospital" (valid percent = 57.1%) followed by "Ambulatory Care Setting" (valid percent = 6.9%) (Table 22). Although variable categories were somewhat different for the 2012 and 2014 RN license renewal data, 2016 RN data were compared for similar categories.

Table 22

Primary Place of Work

| Primary Place of Work | 2012 RNs (N=58,263) | | 2014 RNs (N=66,662) | | 2016 RNs (N=69,922, n=30,301) | | |
|------------------------------------------------|------------------------|------|------------------------|------|----------------------------------|------|---------|
| | Frequency | % | Frequency | % | Frequency | % | Valid % |
| Hospital | 28,456 | 48.7 | 30,275 | 45.4 | 17,310 | 24.8 | 57.1 |
| Ambulatory Care Setting | - | - | - | - | 2,082 | 3.0 | 6.9 |
| Nursing Home/Extended Care/Assisted Living | 161 | .2 | 2,881 | 4.3 | 1,664 | 2.4 | 5.5 |
| Home Health | 2,488 | 5.2 | 2,672 | 4.0 | 1,662 | 2.4 | 5.5 |
| Academic Setting | 1,223 | 2.0 | 1,427 | 2.1 | 979 | 1.4 | 3.2 |
| Insurance Claims, Benefits | - | - | - | - | 656 | .9 | 2.2 |
| School Health Service | 873 | 1.4 | 1,017 | 1.5 | 640 | .9 | 2.1 |
| Community Health | - | - | - | - | 523 | .7 | 1.7 |
| Public Health | - | - | - | - | 484 | .7 | 1.6 |
| Occupational Health | - | - | - | - | 276 | .4 | .9 |
| Correctional Facility | - | - | - | - | 155 | .2 | .5 |
| Policy, Planning, Regulatory, Licensing Agency | - | - | - | - | 59 | .1 | .2 |
| Federal Government Agency | 932 | 1.5 | 506 | .8 | - | - | - |
| Doctor's Office | 3,013 | 5.1 | 3,564 | 5.4 | - | - | - |
| Not Employed in Nursing | 1,982 | 3.4 | 2,704 | 4.1 | - | - | - |
| Other | 12,098 | 20.7 | 14,413 | 21.6 | 3,811 | 5.5 | 12.6 |
| Unknown | 4,932 | 8.3 | 4,653 | 7.0 | 39,621 | 43.3 | |

- Data not available

Q22. Please identify the position title that most closely corresponds to your primary nursing practice position:

The position title that most closely corresponds to RNs primary nursing practice position was most frequently reported as “Other-Health Related” (valid percent = 60.3%) followed by “Nurse Manager” (valid percent = 12.1%) (Table 23).

Table 23

Position Title that Closely Corresponds to Primary Nursing Practice Position

| Position Title that Closely Corresponds to Primary Nursing Practice Position | 2016 RNs (N=69,922, n=29,831) | | |
|------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Consultant | 547 | .8 | 1.8 |
| Medication Nurse | 254 | .4 | .9 |
| Nurse Medical Record Reviewer | 674 | 1.0 | 2.3 |
| Nurse Manager | 3,624 | 5.2 | 12.1 |
| Nurse Instructor | 1,040 | 1.5 | 3.5 |
| Staff RN | 2,847 | 4.1 | 9.5 |
| Other-Health Related | 17,989 | 25.7 | 60.3 |
| Other-Not Health Related | 2,856 | 4.1 | 9.6 |
| Unknown | 40,091 | 57.3 | |

Q23. Please identify the employment specialty that most closely corresponds to your primary nursing practice position?

The category “Other” was the most frequent category reported for the employment specialty that most closely corresponds to the RNs primary nursing practice position (n= 5,774, valid percent = 19.1), followed by “Acute Care, Critical Care” (n=5,624, valid percent = 18.6). A variety of employment specialties were identified as presented in Table 24.

Table 24

Employment Specialty that Closely Corresponds to Primary Nursing Practice Position

| Employment Specialty that Closely Corresponds to Primary Nursing Practice Position | 2016 RNs (N=69,922, n=30,174) | | |
|------------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Acute Care, Critical Care | 5,624 | 8.0 | 18.6 |
| Psychiatric, Mental Health, Substance Abuse | 1,200 | 1.7 | 4.0 |
| Occupational Health | 335 | .5 | 1.1 |
| Anesthesia | 840 | 1.2 | 2.8 |
| School Health | 607 | .9 | 2.0 |
| Palliative Care | 600 | .9 | 2.0 |
| Geriatric, Gerontology | 1,535 | 2.2 | 5.1 |
| Trauma | 676 | 1.0 | 2.2 |
| Public Health | 429 | .6 | 1.4 |
| Maternal-Child Health | 1,094 | 1.6 | 3.6 |
| Medical Surgical | 3,664 | 5.2 | 12.1 |
| Adult Health, Family Health | 1,025 | 1.5 | 3.4 |
| Rehabilitation | 662 | .9 | 2.2 |
| Oncology | 643 | .9 | 2.1 |
| Community | 241 | .3 | .8 |
| Tele-Health | 857 | 1.2 | 2.8 |
| Pediatrics, Neonatal | 1,768 | 2.5 | 5.9 |
| Home Health | 1,166 | 1.7 | 3.9 |
| Women’s Health | 657 | .9 | 2.2 |
| Primary Care | 777 | 1.1 | 2.6 |
| Other | 5,774 | 8.3 | 19.1 |
| Unknown | 39,748 | 56.8 | |

Q24. Please identify the type of setting that most closely corresponds to your secondary nursing practice position:

With regard to the type of setting that most closely corresponds to the RNs' Secondary nursing practice position, the majority of RNs reported "No Secondary Practice Position" (n=17,418, valid percent = 66.2%). Of those RNs who indicated a secondary nursing practice position, the majority indicated this position as "Hospital" (valid percent = 17.2%) (Table 25).

Table 25

Type of Setting that Closely Corresponds to Secondary Nursing Practice Position

| Type of Setting that Closely Corresponds to Secondary Nursing Practice Position | 2016 RNs (N=69,922, n=26,317) | | |
|---------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Hospital | 4,530 | 6.5 | 17.2 |
| Ambulatory Care Setting | 600 | .9 | 2.3 |
| Nursing Home/Extended Care/Assisted Living | 643 | .9 | 2.4 |
| Home Health | 689 | 1.0 | 2.6 |
| Academic Setting | 512 | .7 | 1.9 |
| Insurance Claims, Benefits | 140 | .2 | .5 |
| School Health Service | 223 | .3 | .8 |
| Community Health | 199 | .3 | .8 |
| Public Health | 154 | .2 | .6 |
| Occupational Health | 109 | .2 | .4 |
| Correctional Facility | 89 | .1 | .3 |
| Policy, Planning, Regulatory, Licensing Agency | 18 | .0 | .1 |
| Other | 993 | 1.4 | 3.8 |
| No Secondary Practice Position | 17,418 | 24.9 | 66.2 |
| Unknown | 43,605 | 62.4 | |

Q25. Please identify the position title that most closely corresponds to your secondary nursing practice position:

The majority of RNs reported “No Secondary Practice Position” (n=17,709; valid percent = 69.3%); however, of those RNs who did a report a secondary position, the position title that most closely corresponds to RNs secondary nursing practice position was most frequently reported as “Staff RN” (valid percent = 6.5%) followed by “Advanced Practice Nurse” (valid percent = 1.4%) (Table 26).

Table 26

Position Title that Closely Corresponds to Secondary Nursing Practice Position

| Position Title that Closely Corresponds to Secondary Nursing Practice Position | 2016 RNs (N=69,922, n=25,565) | | |
|--------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Consultant | 229 | .3 | .9 |
| Nurse Researcher | 68 | .1 | .3 |
| Nurse Executive | 106 | .2 | .4 |
| Nurse Manager | 588 | .8 | 2.3 |
| Nurse Faculty | 465 | .7 | 1.8 |
| Advanced Practice Nurse | 966 | 1.4 | 3.8 |
| Staff Nurse | 4,532 | 6.5 | 17.7 |
| Other-Health Related | 614 | .9 | 2.4 |
| Other-Not Health Related | 288 | .4 | 1.1 |
| No Secondary Practice Position | 17,709 | 25.3 | 69.3 |
| Unknown | 44,357 | 63.4 | |

Q26. Please identify the employment specialty that most closely corresponds to your secondary nursing practice position:

Of the 25,572 RNs who responded to this question, the majority of RNs reported “No Secondary Practice Position” (n=18,053; valid percent = 70.6), followed by “Acute Care, Critical Care” (n=1,521; valid percent = 5.9%). A variety of employment specialties were identified as presented in Table 27.

Table 27

Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position

| Employment Specialty that Closely Corresponds to Secondary Nursing Practice Position | 2016 RNs (N=69,922, n=25,572) | | |
|--------------------------------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Acute Care, Critical Care | 1,521 | 2.2 | 5.9 |
| Psychiatric, Mental Health, Substance Abuse | 381 | .5 | 1.5 |
| Occupational Health | 85 | .1 | .3 |
| Anesthesia | 283 | .4 | 1.1 |
| School Health | 160 | .2 | .6 |
| Palliative Care | 170 | .2 | .7 |
| Geriatric, Gerontology | 469 | .7 | 1.8 |
| Trauma | 191 | .3 | .7 |
| Public Health | 120 | .2 | .5 |
| Maternal-Child Health | 194 | .3 | .8 |
| Medical Surgical | 912 | 1.3 | 3.6 |
| Adult Health, Family Health | 274 | .4 | 1.1 |
| Rehabilitation | 196 | .3 | .8 |
| Oncology | 113 | .2 | .4 |
| Community | 102 | .1 | .4 |
| Tele-Health | 85 | .1 | .3 |
| Pediatrics, Neonatal | 340 | .5 | 1.3 |
| Home Health | 420 | .6 | 1.6 |
| Women’s Health | 143 | .2 | .6 |
| Primary Care | 194 | .3 | .8 |
| Other | 1,166 | 1.7 | 4.6 |
| No Secondary Practice Position | 18,053 | 25.8 | 70.6 |
| Unknown | 44,350 | 63.4 | |

Q27. The following states are a part of the Nurse Licensure Compact, please indicate if your primary state of residence is one of these states: AR, AZ, CO, DE, IA, ID, KY, ME, MD, MO, MS, NC, ND, NE, NH, NM, RI, SC, SD, TN, TX, UT, VA, WI.

In the 2016 survey, the RNs were asked to indicate if their primary state of residence is a part of the Nurse Licensure Compact (NLC). The following states are a part of the Nurse Licensure Compact, please indicate if your primary state of residence is one of these states: AR, AZ, CO, DE, IA, ID, KY, ME, MD, MO, MS, NC, ND, NE, NH, NM, RI, SC, SD, TN, TX, UT, VA, WI. The majority of respondents indicated that their primary state of residence was not a part of the NLC (valid percent = 94.5%) (Table 28).

Table 28

Primary State of Residence part of the Nurse Licensure Compact

| Primary State of Residence part of the Nurse Licensure Compact | 2016 RNs (N=69,922, n=32,026) | | |
|----------------------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 1,751 | 2.5 | 5.5 |
| No | 30,275 | 43.3 | 94.5 |
| Unknown | 37,896 | 54.2 | |

Also, respondents were asked to specify the NLC states and the following codes were used: 0=AR, 1=AZ, 2=CO, 3=DE, 4=IA, 5=ID, 6=KY, 7=ME, 8=MD, 9=MO, 10=MS, 11=NC, 12=ND, 13=NE, 14=NH, 15=NM, 16=RI, 17=SC, 18=SD, 19=TN, 20=TX, 21=UT, 22=VA, 23=WI

Specify States (N=1,809):

- n=444: Tennessee
- n=367: Mississippi
- n=235: North Carolina
- n=207: Texas
- n=93: Virginia
- n=79: Kentucky
- n=60: Missouri
- n=51: Arkansas
- n=49: Colorado
- n=46: South Carolina
- n=38: Arizona
- n=30: Maryland
- n=23: Wisconsin
- n=17: Iowa
- n=13: New Mexico
- n=11: Maine, Utah
- n=10: New Hampshire

- n=6: South Dakota
- n=2: North Dakota, Rhode Island
- n=1: Idaho

Q28. How many other Compact states have you physically or electronically/telephonically practiced in since receiving your Compact license?

There were 2,185 RNs who responded to this question. Presented in Table 29 includes a list with frequency counts of other NLC states RNs identified as having physically or electronically/telephonically practiced in since receiving the Compact license.

Table 29

Other NLC States RNs Physically or Electronically/Telephonically Practice in Since Receiving the Compact License

| Nurse Licensure Compact States | 2016 RNs Frequency |
|---------------------------------------|---------------------------|
| Arkansas | 0 |
| Arizona | 8 |
| Colorado | 17 |
| Delaware | 1 |
| Iowa | 2 |
| Idaho | 3 |
| Kentucky | 23 |
| Maine | 2 |
| Maryland | 20 |
| Missouri | 7 |
| Mississippi | 96 |
| North Carolina | 28 |
| North Dakota | 4 |
| New Hampshire | 2 |
| New Mexico | 10 |
| Rhode Island | 2 |
| South Carolina | 12 |
| South Dakota | 3 |
| Tennessee | 133 |
| Texas | 43 |
| Utah | 3 |
| Virginia | 33 |
| Wisconsin | 25 |
| I do not Hold a Compact License | 1,704 |
| Unknown | 67,737 |

Q29. Do you utilize tele-health in your primary or secondary position?

In response to the question, “Do you utilize tele-health in your primary or secondary position,” the majority of RNs indicated “No” to this question (24,318; valid percent = 75.6%) (Table 30).

Table 30

Tele-Health Use in Primary or Secondary Position

| Tele-Health Use in Primary or Secondary Position | 2016 RNs (N=69,922, n=32,177) | | |
|--------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 2,856 | 4.1 | 8.9 |
| No | 24,318 | 34.8 | 75.6 |
| Unsure | 5,003 | 7.2 | 15.5 |
| Unknown | 37,745 | 54.0 | |

Q30. If yes, when utilizing tele-health, are patients ever located in a different state?

RNs who answered “yes” to using Tele-Health were also asked if, “When using Tele-Health, are patients ever located in a different state?” Of the RNs who answered this question, the majority indicated that Tele-Health was not used for patients in a different state (n=8,620; valid percent = 58.4%) (Table 31).

Table 31

Tele-Health Use for Patients in a Different state

| Tele-Health Use in Primary or Secondary Position | 2016 RNs (N=69,922, n=14,751) | | |
|--------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Yes | 1,565 | 2.2 | 10.6 |
| No | 8,620 | 12.3 | 58.4 |
| Unsure | 4,566 | 6.5 | 31.0 |
| Unknown | 55,171 | 78.9 | |

Q31. When do you plan to retire from your primary nursing position or leaving the nursing workforce?

In response to the question, “When do you plan to retire from your primary nursing position or leaving the nursing workforce,” the majority of respondents indicated plans to retire as “Greater than 20 Years” (n=8,292; valid percent = 25.8%) (Table 32).

Table 32

RNs Plans to Retire or Leave Nursing Workforce

| RNs Plans to Retire or Leave Nursing Workforce | 2016 RNs (N=69,922, n=32,156) | | |
|---------------------------------------------------|----------------------------------|--------|--------------|
| | Frequency | % N | Valid % n |
| Within Next 5 Years | 4,152 | 5.9 | 12.9 |
| Within Next 10 Years | 4,561 | 6.5 | 14.2 |
| Within Next 15 Years | 3,070 | 4.4 | 9.5 |
| Within Next 20 Years | 4,947 | 7.1 | 15.4 |
| Greater than 20 Years | 8,292 | 11.9 | 25.8 |
| I am not Planning to Leave the Workforce | 7,134 | 10.2 | 22.2 |
| Unknown | 37,766 | 54.0 | |